

Radio One, Inc. – Washington, DC
WKYS-FM, WMMJ-FM, WPRS-FM, WOL-AM and WYCB-AM
EEO PUBLIC FILE REPORT
June 1, 2013 – May 31, 2014 [1]

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	Number of Candidates Interviewed (RS)	RS Referring Hiree
Promotions Director	1-11, 12, 15, 18, 25	8[RS# 12(2), RS# 15(2), RS# 18(4)]	15
Account Executive	1-11, 12, 15, 25	3[RS# 12(2), RS# 15(1)]	15
Promotions Coordinator	1-11, 12, 15, 18, 25	3[RS# 12(1), RS# 15(1), RS# 18(1)]	15
Promotions Director	1-11, 12, 15, 18, 25	5[RS# 12(1), RS# 15(3), RS# 18(1)]	15
Digital Sales Manager	1-11, 15, 18, 25	7[RS# 15(4), RS# 18(3)]	15
Credit Manager	1-11, 15, 18, 25	6[RS# 15(2), RS# 18(4)]	18
Account Executive	1-11, 12, 15, 18, 25	6[RS# 12(2), RS# 15(3), RS# 18(1)]	15
Account Executive	1-11, 12, 15, 18, 25	4[RS# 12(2), RS# 15(1), RS# 18(1)]	12
Traffic Manager	1-11, 12, 15, 18, 25	5[RS# 12(1), RS# 15(3), RS# 18(1)]	15
Continuity Director	1-11, 12, 15, 25	4[RS# 12(3), RS# 15(1)]	15
Account Executive	1-11, 15, 25	3[RS# 15(3)]	15
General Sales Manager	1-11, 12, 15, 25	5[RS# 12(1), RS# 15(4)]	15
		Total Candidates Interviewed— 59	

[1] This report provides recruitment data collected from May 18, 2013 through May 16, 2014.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	American Women in Radio and Television 8405 Greensboro Drive, Ste. 800 McLean, VA 22102 (703) 506-3266 Fax info@allwomeninmedia.org	Y	0
2	Asian American Journalists Association 1182 Market Street, Ste. 320 San Francisco, CA 94102 (415) 346-6343 Fax nationa@aaja.org	Y	0
3	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 (410) 544-4640 Fax info@womcom.org	Y	0
4	Black Broadcasters Alliance 3474 William Penn Hwy. Pittsburgh, PA 15235 (412) 829-0313 Fax webmaster@thebba.org	Y	0
5	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 (213) 743-4989 Fax ccnmaininfo@ccnma.org	N	0
6	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 (202) 662-7144 Fax nahj@nahj.org	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 (202) 588-1818 info@nljja.org	Y	0
8	Native American Journalist Association University of South Dakota 414 E. Clark Street Vermillion, SD 57069 (866) 694-4264 Fax Najaconf2011@yahoo.com	Y	0
9	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 (402) 472-8675 Fax native@unl.edu	Y	0
10	South Asian Journalists Association C/O Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027	Y	0
11	Ohio Center For Broadcasting 9885 Rockside Road Cleveland, OH 44125 gary@beonair.com	Y	0
12	Corporate Website – www.radio-one.com	Y	15
13	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	Y	0
14	Internal Promotion	Y	0
15	Internal/Employee Referral	Y	28
16	Local Newspaper	Y	0
17	Trade Publication	Y	0
18	Internet Recruitment – www.indeed.com , www.careerbuilder.com , www.linkedin.com	Y	16
19	Recruiter Agency	Y	0
20	Former Employee	Y	0
21	Job Fair	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
22	Radio Advertisement	Y	0
23	Industry Referral	Y	0
24	External Candidate	Y	0
25	Texas Association of Broadcasters teresa@tab.org	Y	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			59

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
	Internship Program	WKYS-FM, WMMJ-FM, WPRS-FM, WYCB-AM and WOL-AM foster a comprehensive Internship program for college students. Students have the opportunity to get hands on experience while earning college credit. This program incorporates training in all areas of the radio station: Sales, Production, Business, On-air, and Marketing/Promotions.
	Website Recruitment	For local job vacancies, WKYS-FM, WMMJ-FM, WYCB-AM, WPRS-FM and WOL-AM referred listeners and potential employees to the Corporate website www.radio-one.com .
	Mentorship Program	On-going Radio One Mentorship Program - dedicated to developing employees who have demonstrated the potential to grow into a General Manager role within Radio One in the short term (1-3 years). Radio One has developed a company-sponsored mentorship program to meet the company's goals of developing talent pool and increasing diversity within the leadership structure.
1	Career Fair	Howard University Communication Career Expo at Howard University campus in October 2013.
2	Job Fair	DC Delegate Eleanor Holmes Norton Small Business and Job Fair at The Washington Convention Center on June 4 th , 2013.
3	Job Fair	Arlington Teen Summer Expo held on April 12, 2014 at Washington Lee High School in Arlington, VA.
4	Media Internship/Boot-camp	NABEF- Media Sales Institute at Howard University in June 2013.

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5	Performance Management Training	The purpose of the training held in January 2014 was to provide managers with a review of the Company's performance management process to include writing fair, specific, and concise performance evaluations.
6	Manager Training	The purpose of the training held in March 2014 was to provide best practice tools and technology for effective communication and feedback.

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